

IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF ALABAMA
DIVISION

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Peter J. Smith

Plaintiff

Alabama Department of
Transportation

Defendant(s)

DEBRA P. HACKETT, CLK
U.S. DISTRICT COURT
MIDDLE DISTRICT ALA

2:06-cv-118-WKW

COMPLAINT

1. Plaintiff resides at 401 Boyd Road Shorter, Alabama 36075
2. Defendant(s) name(s) Alabama Department of Transportation

Location of principal office(s) of the named defendant(s) _____
1409 Coliseum Boulevard
Montgomery, Alabama 36130-6350

Nature of defendant(s) business Alabama Department of Transportation

Approximate number of individuals employed by defendant(s) 2,600

3. This action is brought pursuant to Title VII of the Civil Rights Act of 1964 for employment discrimination. Jurisdiction is specifically conferred on the Court by 42 U.S.C. § 2000e-5. Equitable and other relief are also sought under 42 U.S.C. § 2000e-5(g).

4. The acts complained of in this suit concern:

1. ☐ Failure to employ me.
2. ☒ Termination of my employment.
3. ☐ Failure to promote me.
4. ☐ Other acts as specified below: _____

5. Plaintiff is:

- A. ☐ Presently employed by the defendant.
☒ Not presently employed by the defendant. The dates of employment were
October of 1992 To October 8, 2004. Employment was terminated because:

- (1) ☒ Plaintiff was discharged.
 (2) ☐ Plaintiff was laid off.
 (3) ☐ Plaintiff left job voluntarily.

6. Defendant(s)' conduct is discriminatory with respect to the following:

- A. ☒ My race.
 B. ☐ My religion.
 C. ☒ My sex.
 D. ☐ My national origin.
 E. ☒ Other, as specified below: Age

Lack of ~~Due~~ Process Due Process, Consent Decree Violation

7. The name(s), race, sex, and the position or title of the individual(s) who allegedly discriminated against me during the period of my employment with the defendant company is (are) Mr Patrick Todd Jackson (white male) C E

Mr Mark Waites (white male) - Transportation Manager
or C E M as well as other Supervisors at ALDOT.

8. The alleged discrimination occurred on or about October 8, 2004.

9. The nature of my complaint, i.e., the manner in which the individual(s) named above discriminated against me in terms of the conditions of my employment, is as follows: _____

Supervisors at the ALDOT repeatedly
wrote & reprimanded me leading up to a
recommendation for suspension later canceled
and a recommendation for termination placed in
its place. I was discriminated against for testifying
to racially discriminatory actions toward myself as
well as Mrs Reece Knight at her suspension hearing.
Retaliated against for participation in the Sept. of 03
Reynolds promotion class settlement and I was removed from the C.E. Construction
Register in violation of the consent decree.

10. The alleged illegal activity took place at Alabama Department
of Transportation

11. I filed charges with the Equal Employment Opportunity Commission regarding defendant(s)' alleged discriminatory conduct on or about December of 04. I have attached a copy of the Notice-of-Right-to-Sue letter issued by the Equal Employment Opportunity Commission. This letter was received by me on 11-5-05.

12. I seek the following relief:

- A. ☒ Recovery of back pay.
B. ☒ Reinstatement to my former job,
and any other relief as may be appropriate, including injunctive orders, damages, costs,
and attorney's fees.

Date: 2 - 3 - 06

Peter J. Smith
Signature of Plaintiff
401 Boyd Road
Shoater, Alabama 36075
(334) 724-0251
Address & Telephone Number of Plaintiff